

4 February 1971

MEMORANDUM FOR: Director of Personnel

SUBJECT : Personnel Issues Expected to Emerge from PMMP 70's Project

1. The successful launching of the PMMP 70's project, by successive briefings at various echelons of the Agency, has created a general awareness of the need for concerted effort in identifying the future direction of personnel management in the Agency. If the potential results of the project are largely realized, e.g., quality review of professional careerists; intensification of personal development (geared to future upward movement); and identification of personnel problems at the Career Service, Directorate and Agency levels, it may be assumed that the Director of Personnel will be looked to for increased leadership in policy and program formulation.
2. In the coming months, we should seek to maintain the project's momentum, achieved by extensive briefings of Agency officials, and try to anticipate issues that may arise from the Agency-wide review of personnel needs in the current decade. On the assumption that most of the Career Services will make their Situation Reports toward the end of the current Fiscal Year, or shortly thereafter, there remains relatively little time to identify key personnel problems and perform the necessary research and deliberation required for meaningful responses, when called upon for advice and guidance.
3. The attached listing is my first cut at some problems that I believe we should think about in the coming months. They are not necessarily the most important or immediate questions confronting the Office of Personnel in its daily operations, and some could be criticized or rejected as difficult to resolve. Nevertheless, we must consider new approaches if we are to become a strong, positive force in the future personnel management of this Agency, and I believe having the time to weigh the difference between innovative and fanciful ideas will be important to our success.

STATINTL

  
Chief, Plans Staff

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